

## The MSSD of the future

by Pattie Cinelli

This year is a time for reflection, continued growth and development for the Model Secondary School for the Deaf, according to MSSD Dean Lee. C. Murphy: "It faces many challenges during the second decade of its existence and is continuing its search for ways to serve its students, provide resources to its faculty and staff and relate to the community at large. Now is a time for long-range planning that will be guide for the MSSD of the future."

MSSD has already met many of these challenges head on. Murphy wants MSSD to continue to be innovative in the field of deaf education and to continue to meet the requirements established by its federal mandate. He plans to work closely with the Department of Education, vice president of Pre-College Programs, the president of Gallaudet College and the Board of Trustees.

Curriculum evaluation is especially important to Murphy. He believes that the MSSD community must reflect on existing programs at MSSD and ask the questions, "Are they working?" and if not, "Why not?" Instruction should meet the changing needs of students, and Murphy hopes that math, language and achievement scores will show the growth and development of MSSD students over the years they are here.

Murphy said he strongly believes this evaluation process must continue after the MSSD students graduate. Feedback from post-secondary teachers of former MSSD students is one way to accomplish this. He also wants to monitor the career development of students who do not attend college.

For other students, Murphy sees a need to incorporate a program into the curriculum that will be coordinated with local schools on a time-sharing basis. For example, courses such as cosmetology,



MSSD Dean Lee Murphy, right, talks with parents of a student.

computer workshops and business administration are now offered by DC schools. MSSD students can take advantage of these programs. Murphy wants to plan for an ongoing employer development program to assist students in obtaining desirable jobs. This program should "introduce employers to the concept of deafness, communication problems of deaf workers and the unique capabilities of MSSD students."

This year MSSD enrollment has reached 400 students; last year there were 320. This means, according to Murphy, that all of MSSD's resources and technological capabilities must be used in the best way possible to provide outstanding instruction to a greater number of students in order to meet their diverse needs. "It is necessary for the MSSD community to plan, to negotiate and to reach a consensus on what we value," said Murphy.

MSSD will continue to be the best possible "model" school for students and educators throughout the country according to Murphy. One of his primary objectives is to establish an organization of parents. The local parent association

(DC/Maryland/Northern Virginia) will have similar outreach associations in Southern Virginia/West Virginia; Eastern Pennsylvania/New Jersey/Delaware/Eastern New York; Ohio/Western Pennsylvania; and Georgia and the Southeastern section of the country, Murphy said. No school for the deaf can reach its maximum growth potential without the continuous dedicated support of parents and teachers, Murphy believes: "We all need to work together in solving our problems and most importantly in providing the opportunity for young deaf boys and girls to reach maturity as capable, skilled and intelligent adults."

Even though MSSD's primary service area will continue to be the focus for recruitment, Murphy said he would like to see that area expanded nationally. Representatives from the Middle States Accreditation Association will be visiting the school this month to evaluate the curriculum and teaching at MSSD. Eventually Murphy said he hopes MSSD will be approved by MSA as a credentialed high school alternative for deaf students currently being served in mainstreamed environments.



The men in white, MSSD Principal Robert Mobley and Lee Murphy, take charge of the grills at a recent MSSD picnic held at the school.

## College Council meeting held

by Mike Kaika

The College Council held its monthly meeting Oct. 22 with Patricia Potter chairing in Dr. Merrill's absence.

Members requested copies of the Administration and Operations Manual so they could review or share it with any employee. A copy of the AOM is in every budget unit head's office and any employee is supposed to be able to review it, but it seems that some BUH's are reluctant to share the manual. Potter will see if this request can be accommodated.

Members reviewed two reports submitted by the Office of Business Affairs—one an update on the Tuition Assistance

Program for children of employees and the other the Certified Professional Secretary Program (see related story). Since January of this year, a total of \$27,413 has been distributed to 30 participants in the Tuition Assistance Program.

A Council member who attended the last Board of Trustees meeting informed the group that a Sexual Harrassment policy was approved by the Board. However, this policy was not submitted to the College Council for review prior to its going to the Board, as is customary.

It was brought to the College Council's attention that some people on campus may be confused by previous articles in

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This student tries his hand at the wheelchair obstacle course set up at the Plaza Oct. 22 in recognition of Handicapped Awareness Month.



# Serendipity

## Library Bits & Pieces

### Foreign periodicals on deafness

by Steven A. Frank

The College Library subscribes to about 50 foreign magazines related to deafness. The articles contain information about deafness, sports, religions, organizations, etc. Some of the titles are listed below. Audiology in foreign countries is not included in this list.

Bulgarian: *Tichina* (Silence).

Czech: *Gong*.

Danish: *Sports Bladet*, covers sports news and scores; *Dvebladet*; *Effata*.

Dutch: *Algemeen Nederlands Dovenorgaan*; *Onze Vriend*.

English: *Deaf Canadian*, similar to *Deaf American*; *Four Corners* (Western

Australian Deaf Society); *Comite International des Sports des Sourds Bulletin*, contains sports information in English and French text; *New Zealand Deaf News*; *Communication*, published by Canadian Coordinating Council on Deafness, with text in English and French; *Hark!*, published by the British Association of the Hard of Hearing, contains general and club news; *British Deaf News*; *Vibrations* (Canadian Hearing Society); *Cultural Horizons of the Deaf in Canada*; *Deaf Tasmanian*, Australia; *Deaf News* (Queensland Deaf Society, Australia); *Deaf Notes* (South Australian Adult Deaf Society); *Hearing* (Royal National Institute for the Deaf, Britain); *Silent Messenger* (National Council for the Deaf, South Africa).

Finnish: *Kuurojen Lehti*.

French: *Comite International des Sports des Sourds Bulletin*; *Communication*; *Communiquer*; *La Voix du Sourd*.

German: *Gemeinsam* (East Germany); *Deutsche-Gehorlosen-Zeitung* (West Germany).

Italian: *Effeta*; *La Settimana del Sordo*.

Japanese: *Silent Press for the Deaf*.

Norwegian: *Doves Tidsskrift*.

Polish: *Siwat Gluchych*.

Russian: *V'Edinom Stroyu*.

Spanish: *Faro del Sinencio* (subtitled *Gaceta del Sordo*).

Swedish: *Dov Sport*, covers sports news and scores; *SDR-Kontakt*; *Dovas Kyrkoblade*, covers religious events and activities.

Swiss: *Le Messenger*; *Gehorlosen-Zeitung* (formerly *Schweizerische Gehorlosen-Zeitung*).

If you would like to read any of these periodicals, please contact Steven Frank at the Gallaudet College Library daily Monday through Friday or call x5575 TDD for information.

### Employees take course for CPS

Thirty-seven Gallaudet employees registered for the Business Law course offered as part of the Certified Professional Secretary Program. The class, which began Sept. 10 and continues through Dec. 17, meets each Wednesday from 4-7 p.m. Dona Aldridge, a practicing attorney, is the instructor. Employees completing the course will receive three credit hours that may be applied toward a college degree.

The prospective Certified Professional Secretaries enrolled in the Business Law course are:

Linda Beavert	Flo Minger
Flower Billberry	Carol Moffett
Mary Cole	Agnes Muse
Colleen Cook	Debbie Myers
Karen Dickerson	Emma Norwitz
Patricia Foddrell	Fran Parrotta
Anna Fowler	Lynne Payne
Francine Gillus	Tina Phillips
Joyce Hall	Julia Pitt
Pearl Hawkins	Mary Powell
Ruth Heuston	Linda Roman
Mildred Hickman	Connie Sieling
Darnese Hines	May Spruill
Mary Lou Holden	Tonona Taylor
Patricia Hunter	Suzanne Truette
Sheryl Johnson	Peggy Watts
Pam Lepore	Linda Wright
Jane Gray Mason	Cindy Zahn
LaVerne McKan	

Additional credit and non-credit courses will be offered to assist individuals interested in attaining the CPS certification. All credit courses will carry three hours credit. The credit course schedule is:

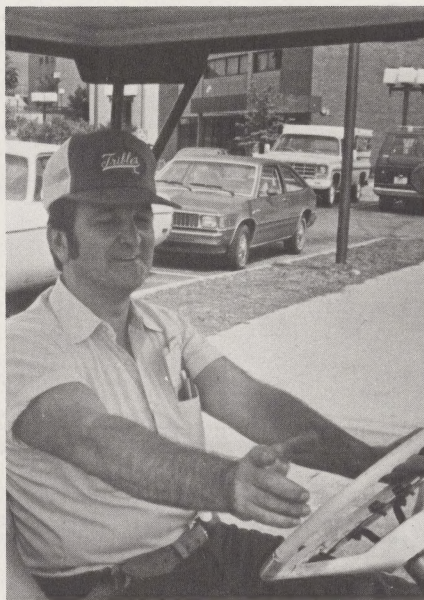
General Psychology  
Jan. 7 - April 22, 1981

Introduction to Economics  
May 13 - Aug. 19, 1981

Introductory Accounting I  
Sept. 9 - Dec. 16, 1981

All classes will be held on Wednesdays from 4-7 p.m. The schedule for the non-credit courses has not been finalized; however, this information should be available soon.

Anyone interested in additional information regarding the CPS Program, CPS examination or the courses offered as part of this program can contact Irene Pruitt, x5517.



Leonard Riek, Sr. works with Technical Support.

### Campus visitors

Visitors to campus this week include:  
Nov. 3 - Dr. Peter J. Owsley, Director of Atlantic Provinces Resource Center, Amherst Nova Scotia, visiting MSSD and talking with different people.

Nov. 4 - American Society of Allied Health Professions visiting KDES/MSSD.

- Lisa Bellizeau, student from Catholic University, visiting KDES, and the "Look of Sound."

Nov. 5 - Barry Webster from Georgia, prospective student.

Nov. 6 - Higher Horizon Head Start, Bailey's Crossroads, VA, visiting the campus.

Nov. 7 - Dr. Bob Hinkle, James Madison University, visiting "Look of Sound," touring the campus and visiting the Counseling Department.

- Cora Salzberg, from Virginia State University, visiting the skills lab.

## Sponsored R&D

### Grant/contract deadlines

The new Office of Special Education (OSE) and Rehabilitative Services (the old BEH and RSA) provided notices in the Oct. 20, 1980 issue of the *Federal Register* of research deadlines related to the handicapped over the next several months. Below are those application deadlines that offer potential grant or contract opportunities for Kendall Green faculty, staff and graduate students. More details on programs of interest can be obtained from Glenn Pfau, Office of Sponsored Research, x5030 (voice or TDD).

Deadline	Program
12/16/80	OSE—Educational Media Research Production, Distribution and Training Grants for the Handicapped
12/19/80	OSE—School Based Research
12/19/80	OSE—Research Integration Projects
01/05/81	OSE—Handicapped Children's Model Program
01/09/81	OSE—Assessment Research Projects
01/09/81	OSE—Nonvocal Communication Research
01/09/81	OSE—Technology Utilization Research
01/23/81	OSE—Youth Employment Research

01/23/81	OSE—Minority Handicapped Research
02/06/81	OSE—Field Initiated Research
02/18/81	OSE—Handicapped Early Childhood Assistance (model projects)

### Weekly program highlight

The Gallaudet Department of Audiology recently submitted a proposal to the National Institute on Aging entitled, "Binaural and Dichotic Hearing Aids with the Elderly." The proposed three year project, to be directed by Dr. Harriet Kaplan, would study the effects of binaural and dichotic hearing aids on speech discrimination with noise present, in elderly hearing impaired listeners. Subjects with bilaterally symmetrical and asymmetrical losses would be used. Should strong enough relationships exist between hearing aid test results and any of the audiometric measures, that measure may be usable as a predictor. In addition to the elderly subjects, young listeners with similar hearing losses will be used as controls. A sum of \$71,670 has been requested for the first year of the project, which is proposed to begin Sept. 1, 1981. More information may be obtained from the project director or Bill McFarland in the Department of Audiology.

## Personalities

**Ann Lukeman** is a career counselor with the Counseling and Placement Center. She will be doing counseling, administering and interpreting interest inventories and instructing Psychology III. She was previously a career guidance specialist with the Pima County Developmental Career Guidance Project of Tucson, AZ and taught at the Arizona School for the Deaf and Blind. She has her BS in Deaf Ed. and M.Ed. in Counseling and Guidance.

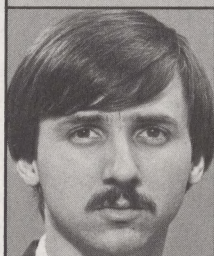


Lukeman

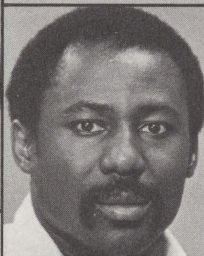


Hallau

**Margaret Gardner Hallau** is an instructional materials developer with IDEC. She will be providing support for Pre-College and College faculty and staff in the development of instructional materials. She has her PhD in Special Education from the University of Illinois, MA in Reading/Special Ed. from Peabody in Nashville, TN and BA from Roanoke College, Salem, VA. Her previous work experience includes developing language and math curricula for children with language and learning impairments; coordinating a project to help locate resources for handicapped children; serving as training coordinator in the Office of Child Development, Bureau of Education for the Handicapped; and teaching high school English and elementary grade special education classes.



Parker



Bruce

**Keith Parker** is a police officer with the Department of Safety and Security. He has his BS in Criminal Justice from Auburn University, Auburn, AL and has worked for two years as a correctional/police dispatcher and two years with retail security.

**Charles Bruce** is a custodian with the Physical Plant. He has studied bookkeeping and has previous work experience in air conditioning, plumbing, room mechanics, photography and custodial work.

**Myma Maddox** is a secretary with Business Administration. She has studied Special Education at the Community College of Baltimore and worked for the Maryland Commission on Human Relations for almost six years.

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# President's Office Notes

## GCRC plans goals

The Gallaudet Community Relations Council met at the Edward Miner Gallaudet residence Oct. 8 to discuss its goals for this academic year. GCRC was established in 1975 to strengthen the relationship between Gallaudet College and the Near Northeast Community through the exchange of information, communication and advice, and through programs, activities and special projects.

The GCRC will focus on four objectives this year: finding meaningful ways to involve faculty, staff and students in community-related activities; educating the campus about the community and the Council; educating and sensitizing the community to Gallaudet; and bringing community and College leaders together.

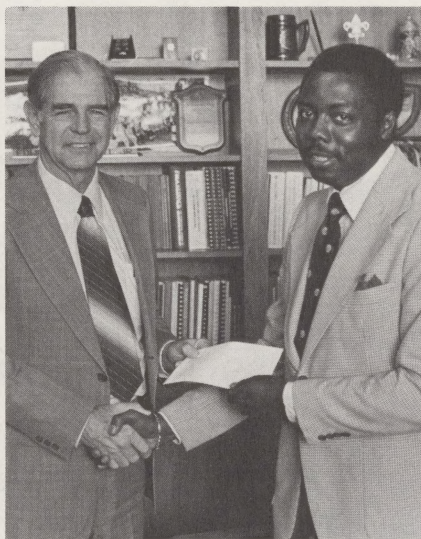
Activities for this year will include a job development workshop for residents in the Near Northeast Community, basic sign language instruction at a neighborhood center, interpreted church services at various churches in the community, a benefit basketball game

between Gallaudet staff, faculty and students, and the Fifth District Police Department, activities for children at KDES and children in the community, cooperation with the EPOC office and the second annual Awards Recognition program.

The Council is comprised of representatives from the Near Northeast Community and Gallaudet. Council members are: George Boyd, Mt. Olivet Heights Civic Assn.; Gheretein Wilson, Hospitality House Credit Union; William Bynum, Public Interest Civic Assn.; David Chapman, Fifth District Police Dept.; Isadore Richards, NE Group Ministry; Cornell Jackson, Meals on Wheels; Jane Jones, H Street PAC; Daisy Powell, NE Neighborhood House; Annie Phillips, Corcoran Street Block Club and Ivy City-Trinidad Civic Assn.; John Warren, DC School Board; William Saunders, KDES; Al Couthen, KDES; Donna Chitwood, Gallaudet; Michele Seghetti, MSSD; and Carl Moore, student. Edward C. Merrill, Jr. and LaVarne Hines, Equal Opportunity officer, serve as ex-officio members.



Marat/Sade, the Theatre Arts production held here Oct. 24, 25, 31 and Nov. 1, received favorable response from many who attended the performances.



Walt Pearson, staff manager for Community Relations of C&P Telephone, presents Edward C. Merrill, Jr. with a gift of \$1,500 for the College Annual Fund.

## Homecoming 1980 a wet one

The weather was far from cooperative for the 1980 Homecoming—whose theme was "A Legendary One"—held the weekend of Oct. 24. Rain began Friday night and continued intermittently Saturday.

But the rain didn't dampen the spirits of an estimated 500 students who attended the pep rally Friday night to cheer the soccer, field hockey, women's volleyball and cross country teams to victory. They also came to see Homecoming Queen Marilyn McKissick and her court, Lori Manson, Karen Sheffer, Jenny Stenner, Joan Krostoski, Ava Newman and Teresa Ezzell. A pre-homecoming party was held in the cafeteria after the pep rally.

Due to the extremely muddy condition of the field hockey field, this event was postponed. The soccer match against the Mississauga Mohawks, a deaf team from Toronto, went on as scheduled at 1 p.m. Oct. 25, even though the field was muddy and every player slipped to the turf more than once. The Bisons and Mohawks battled to a 3 to 3 overtime tie. The women's volleyball team participated in a tournament Friday and Saturday and placed second. The cross country team ran a triangular meet and also placed second.

A 5000 meter road race was also held, but although about 110 people pre-registered during the week, only about 60 were at the starting line when the race began. The inclement weather kept many would-be runners in bed.

The GCAA held its annual Homecoming brunch in the cafeteria, and about 65 alumni and friends attended. A tour of the Ole Jim was scheduled prior to the brunch.



The Combined Federal Campaign at Gallaudet began Oct. 20 and will continue until Nov. 7. You will be contacted by a keyworker from your department who will explain how you may make a contribution. The CFC supports 212 volunteer agencies in the Washington area, including Deafpride and Otis House. You can support the CFC through payroll deduction.

## Personalities

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**Cheryl Treiber** is an art therapist at Kendall School, with Diagnostic and Support Services. She will be providing art therapy for students and in-service training. Treiber has an MA in Art Therapy from the University of Louisville and also works as an arts specialist for the Special Populations Division, Maryland National Capital Park and Planning Commission.



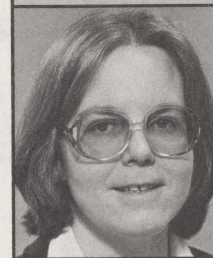
Maddox



Treiber

**Joan Fowler** is a programmer with Business Data Systems. She previously worked for Auto-Train Corporation and the Federal Bar Association.

**Loretta Blake** is a secretary with the National Academy. She formerly worked as a secretary to the chief auditor at the Commercial Credit Management Corporation in Baltimore, MD.



Fowler



Blake

**Amy Moyak** is a resident assistant with Residence Programs. She will be working with seniors at MSSD. She has her BA in Psychology from Cleveland State University and was a special undergraduate student at Gallaudet.



Moyak

Other recently hired employees include **Steve Barish**, a resident advisor with MSSD; **Hank Harland**, a requisitioning clerk with the Physical Plant; **Loretta Kabana**, a stores attendant with the Physical Plant; **Jim Lichti**, a secretary with Demonstration Programs; **Ruth Eva Reed**, a resident assistant at MSSD; **Alan Reeves**, a trades/mechanical helper with the Physical Plant, HVAC; **Charles Robertson**, a graphic designer with the Alumni/Public Relations Office; **Lynn Stirling**, a preschool instructor with KDES; and **Linda Wieboldt**, a research analyst with the Development Office.



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Gallaudet College is an equal opportunity employer-education institution. Programs and services offered by Gallaudet College received substantial financial support from the Department of Education.

## College Council

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OTG regarding Council acceptance or approval of policies. The Council is an advisory group to Merrill and makes recommendations to him. The acceptance or approval of a policy by the College Council merely means that the group is recommending that it be submitted to the Board of Trustees for official approval or rejection.

The remainder of the meeting was spent discussing the Simultaneous Communication issue, which may take quite some time to resolve. Some members of the Council feel that a special task force composed of faculty and staff should be established to work on this issue. The issue was again tabled until the next regular College Council meeting.

A special meeting was requested to discuss Merrill's memo to Council members about a staff forum, a formal system of communication between staff and administration that was requested some time ago by staff. In his memo, Merrill offered suggestions for establishing such a forum. Employees are encouraged to contact any member if they have any input prior to the special meeting tentatively set for mid-November.





## Maintenance & Operations employees honored

On Oct. 23, the first annual luncheon was held to honor 25 employees of the Maintenance and Operations Department whose service at Gallaudet ranged from 10 to 34 years. Entertainment was provided by the Gallaudet Dancers. Three employees were presented with certificates and bonds: George Debrah, 10 years; Alexander Pelan, 15 years; and Joe Martin, 20 years. This department also has the distinction of having the staff member with the largest number of years of service on campus, Mattie Shell, who's worked here 34 years. Those honored at the

luncheon were, from left: first row—Joe Shell, Mattie Shell, Joe Martin, Gail Levo, Alex Pelan, Ella Mae Lynch, George Debrah, Ray McCaleb; second row—Jim Hull, Ernie Spriggs, Clarence Hillery, Willie Green, Lawrence Daniels, Manfred Klatt, Wilbert Brinkley, Paul K. Nance; third row—Daisy Orr, Robert Newell, Rosa Lee Whitehead, James Wills, Lois Grigsby, Howard Martin, Marty Willigan, Howard J. Cihak. Persons not present who had 10 years of service included Myttie Johnson, Johnnie Bowden, William Mosteller and Elsie Houtman.

## Money Talks

By Paul K. Nance

From Fiscal Year 1975 to Fiscal Year 1981, the gross square footage of building space has increased 140% (from 822,855 to 1,971,673 gross square feet). Further, the newer buildings have much more sophisticated heating, air-conditioning, ventilation and electrical systems. Also, the price of utilities has increased many times during this period. Thus, the fast growth in size, the more complex facilities and utility price increases have made the tasks of maintenance and operation of these facilities very demanding and challenging. The employing, orienting and training of a swiftly expanding staff alone has been a considerable task, and we are still in the process of trying to improve the quality of services in the Physical Plant Maintenance and Operations Department.

The Department is divided into five basic units: (1) building and equipment repair and maintenance, (2) utility plant and utility distribution systems maintenance and operations, (3) building custodial care, (4) grounds care and (5) systems management, including energy conservation, the work control center and related systems.

All of the units work within the framework of the automated Werner System in which tasks are anticipated as to what needs to be done, when, how and where, with each task having a pre-set labor standard as to time required to do the job. Task work orders are issued weekly. A majority of the work of the department is done through these pre-scheduled work orders, with time left to take care of non-scheduled work, such as emergencies and project work (work that is not regular maintenance and operations, such as building new shelving in a department). The emphasis is always on more scheduled work and less non-scheduled work.

During the past few years, as funds

were available, we have been gradually implementing an automated energy conservation system (Honeywell). We expect to have this system fully installed by the latter part of 1981. Meanwhile, with partial automation and through the efforts of an energy conscious assistant director in Physical Plant, along with a milder winter, we were able to reduce our energy consumption per gross square foot in FY 1980 about 20%, compared with FY 1979. At the same time, energy prices per unit of energy increased more than 25%. Energy costs have become a major reason for heavy concentration on energy conservation.

Our most formidable task in the near future is the training of first level supervisory staff. We have a new director of Maintenance and Operations, Howard Cihak, a graduate of Gallaudet, who has had considerable experience in facilities management. He has three assistant directors: Ernest Spriggs, Building Maintenance and Utilities; Martin Willigan, Custodial and Grounds Care, and Jim Hull, Systems Management. Immediately below the assistant director level, we have six managers, with slightly more than 20 supervisors reporting to these six managers. Thus, we are adequately staffed to direct, manage and supervise the more than 200 non-supervisory personnel in the Physical Plant Maintenance and Operations Department. It is now a question of continuing the improvement of the director, manager and supervisor skills. We are in rather good shape at all levels now and expect to concentrate on improving the supervisory skills of this group in particular without neglecting the other levels.

Of course, in all of Business Affairs, we work hard at trying to improve the level of services. The Physical Plant Department Maintenance and Operation is the largest of the five departments in the Division of Business Affairs.

## Calendar

### NOVEMBER

**4 - INTERPRETED PERFORMANCE:** "Galileo," Arena Stage. Tickets available at SUB Box Office.

**6 - INTERPRETED PERFORMANCE:** "Museum," Folger Theatre Production (Kennedy Center, Terrace Theatre). Tickets available at SUB Box Office.

**7 - SEMINAR:** "Ongoing and Planned Research at Gallaudet," MSSD Orientation Room, 10 a.m.

## Jobs Available

For additional information contact the Personnel Office.

### STAFF

SECRETARIAL POSITIONS: Contact Personnel for listing.  
PROGRAMMER/ANALYST: Business Data Systems  
PRODUCTION TYPIST: IMRAD  
SYSTEMS LIBRARIAN: Library  
MANAGER FOR ENERGY CONSERVATION: Maintenance & Operation  
PAYROLL/ACCOUNTING CLERK: Accounting  
DAY MANAGER: Custodial Services  
INTERPRETER/CLERK: MSSD Principal's Office  
PRODUCTION SPECIALIST: Gallaudet Press  
INTERPRETER: Demonstration Programs  
CUSTODIAL/NIGHT: Custodial Services  
PRODUCTION ASSISTANT: Instructional Development & Evaluation Center  
DRIVER: Transportation  
PRODUCTION SPECIALIST (TRAINEE): Gallaudet Television

### FACULTY

COMMUNICATION SPECIALIST - SPEECH: KDES  
INSTRUCTOR OR ASSISTANT  
PROFESSOR: English Department

## Classified Ads

**FOR SALE:** House in Bowie, 4 br. 2 1/2 baths, all appliances, garage, large landscaped lot. Conventional FHA, will help with financing. Call Mona, x5811 TDD or Kathleen, 249-5594.

**FOR SALE:** Decorator's condo near Cap Center, PGCC and Addison Road Metro Stop, 2 br, 2 bath, carpeting, wallpaper, many extras. \$39,900. Call Mona at x5811 TDD or 350-0675 home.

### Student Bank closed for Veteran's Day

DC Banks will be closed on Veteran's Day, Nov. 11, 1980. This is also our payday. The Gallaudet Student Bank will be open for paycheck pickup only. No other banking services will be available on the payday of Tuesday, Nov. 11, 1980.

## Policies & Benefits

### New dental coverage

by Steve Kallan

Gallaudet will soon have two kinds of dental coverage for eligible employees.

First, the family dental plan enrollment effort has been successful, and coverage for dependents of eligible employees who have enrolled began Nov. 1, 1980. The family plan coverage, through Hartford Insurance, is the same as that which covers all eligible employees (permanent and full-time temporary with more than one year of service).

Also, beginning on Jan. 1, 1981 Blue Cross/Blue Shield will offer a dental benefit to all High Option subscribers. This dental benefit will automatically be included in BC/BS High Option coverage. The College was only recently informed of the details of the BC/BS plan.

There are significant differences between the Hartford and the Blue Cross/Blue Shield plans. The BC/BS plan covers office visits, cleanings, fluoride

treatments, x-rays, fillings and some emergency treatment. In addition to all of these, the Hartford plan covers all dental care services including root canals, periodontics, oral surgery, crowns, bridges and orthodontics.

The BC/BS plan pays a pre-specified amount toward the cost of each covered service. For example, the customary charge for a filling is \$20, and BC/BS will pay \$8.50 for that service.

Preventive care under the Hartford plan, such as office visits, cleanings, fluoride treatments, and space maintainers, is free. Hartford pays a percentage of the customary charges for all other services.

Persons who enrolled in the Hartford family plan have the option of dropping coverage at any time. However, you are encouraged to compare the benefit levels of both plans carefully to determine how your family's needs can best be satisfied. Withdrawals from the Hartford family plan will not cancel the family plan for other employees. If you have any questions about these benefits, call Steve Kallan at x5111, voice or TDD.